

**ENVIRONMENTAL SERVICES  
SPB05-894P-L  
GARCIA AND ASSOCIATES**

**1.6 Rates**

Hourly rates for specific GANDA Team key personnel are listed in Table 4. Rates for other staff who may work on this contract are listed in Table 6 by labor category. Other direct costs (ODCs) are presented in Table 7. All rates are for the 2004 calendar year. Long distance phone calls are tracked using a coding system, so that the client is billed for the actual cost of the call. ODCs are billed at cost plus a 10% administrative fee. GANDA understands that the State would like to minimize the "pass-through" costs normally associated with subcontracting and teaming relationships.

**Therefore, for this contract, GANDA has waived its normal mark-up on subcontractor invoices-there will be no additional charge to the state to contract with our team.**

Table 6. Schedule of Labor Rates for all levels of staff who may work on this project

| Staff Level                                     | Staff included in this RFP | Rate / hour |
|---|----------------------------|-------------|
| <b>GANDA</b>                                    |                            |             |
| Principal Scientist                             | J. Garcia                  | \$155       |
| Environmental Scientist                         | C. Kayser                  | \$92        |
| Staff Scientist V                               | P. Spinelli                | \$83        |
| Staff Scientist IV                              | R. Aramayo                 | \$69        |
| Staff Scientist III                             | L. Roulson                 | \$61        |
|   | I. Chan                    |             |
| Staff Scientist II                              | B. Parker                  | \$48        |
| Staff Scientist I                               |                            | \$38        |
| GIS Specialist                                  | T. Berlund                 | \$64        |
| Graphic Artist Supervisor                       | R. Smith                   | \$44        |
| Sr. Technical Editor                            |                            | \$75        |
| Clerical  |                            | \$41        |
| Accounting                                      |                            | \$40-52     |
| <b>Subcontractors</b>                           |                            |             |
| <b>* Rates subject to a 0% pass through fee</b> |                            |             |

**HYPERSPECTIVES**

|                  |                            |             |
|------------------|----------------------------|-------------|
| Senior Scientist | R. Crabtree                | \$75        |
| Staff Scientists |                            | \$60        |
| Staff Level      | Staff included in this RFP | Rate / hour |
|                  | M. Richards                | \$44        |
| Technician       | B. Seneker                 | \$24        |

**HYDRO SOLUTIONS INC**

|                  |            |      |
|------------------|------------|------|
| Senior Scientist | T. Osborne | \$65 |
|                  | J. Shaffer |      |
| Staff Scientist  | M. Nitz    | \$46 |

**KATHY GALLAGHER**

|           |              |      |
|-----------|--------------|------|
| Geologist | K. Gallagher | \$70 |
|-----------|--------------|------|

**GILLILAN ASSOCIATES INC**

|                  |             |      |
|------------------|-------------|------|
| Senior Scientist | S. Gillilan | \$80 |
|------------------|-------------|------|

Staff Scientist

M. Kauffman

\$60

Table 7. GANDA's schedule of other direct costs.

**GANDA's SCHEDULE OF OTHER DIRECT COSTS**

| <b>Equipment Type:</b>                                     | <b>Rate:</b>             | <b>Detail:</b>  |
|--|--------------------------|---|
| <b><i>Field Equipment Costs:</i></b>                       |                          |   |
| Four-wheel drive vehicles                                  | \$50/day + \$0.25/mi.    | 15 vehicles available   |
| Regular trucks   | \$35/day + \$0.25/mi.    | 1 vehicle available   |
| 17-ft. Boston Whaler                                       | \$100/day                | Trailer, twin outboards, radio, fathometer                          |
| 24-ft. Farallon Boat                                       | \$250/day + fuel charges | Coast Guard licensed boat operator available at \$60/hr additional. |
| Canoes   | \$20/day                 | Three available   |
| All-terrain Vehicle  | \$35/day                 | One available   |
| Snowmobile   | \$50/day                 | One available   |
| Electric Motor (for canoe)                                 | \$10/day                 |   |
| Inflatable Kayak   | \$60/day                 |   |
| Diving Gear  | \$75/day                 |   |
| Wet suits  | \$10/day                 | Included in daily rate for electro-fishing equipment, diving gear   |
| Backpack & bank electro-fishing equipment                  | \$75/day                 | Includes block nets & accessories                                   |
| Invertebrate Sampling equipment                            | \$10/day                 | Billed for days of actual use                                       |
| Water Quality Sampling equipment                           | \$10/day                 | Billed for days of actual use                                       |
| Flow Meter   | \$35/day                 |   |
| Ph/Conductivity Meter                                      | \$7/day                  |   |
| Surveying Equip (Level a/o theodolite, tripod, steady rod) | \$100/day                |   |
| Whitewater Safety Equipment                                | \$15/day                 |   |
| Depth Recorder   | \$5/day                  |   |
| Olympus Fiber Optic Scope                                  | \$100/day                | Billed for days of actual use                                       |
| Sandpiper Peeper Probe                                     | \$66/day                 | Billed for days of actual use                                       |
| Still & video cameras                                      | \$5/day                  | Billed for days of actual use                                       |
| Digital Camera   | \$10/day                 | Billed for days of actual use                                       |

**GANDA's SCHEDULE OF OTHER DIRECT COSTS**

| <b>Equipment Type:</b>                   | <b>Rate:</b>      | <b>Detail:</b>                          |
|--|-------------------|---|
| Camtrakker Automatic Wildlife Cameras    | \$2.50/camera/day | Have 28; billed for days of actual use. |
| Laptop computer (field)                  | \$12.50/day       | Billed for days of actual use           |
| Various fish nets & traps                | \$10/day          | Billed for days of actual use           |
| Archaeological Field Equipment (screens, | \$10/day          | Billed for days of actual use           |

|   |                           |   |
|---|---------------------------|---|
| shovels)  |                           |   |
| Radio-telemetry receivers & antennas                      | \$15/day                  | Radio tags (transmitters) billed at cost                              |
| Citizen's Band transceivers                               | \$2/day                   | Five available  |
| Cellular phones   | \$7.50/day                | Plus costs of calls sent & received                                   |
| Satellite phones  | \$15/day                  |   |
| Rental cars   | at cost                   | Plus gas and any additional insurance beyond GANDA's normal coverage. |
| Personal vehicle usage                                    | \$0.375/mi                | IRS approved rate (2004).   |
| Airfare and other public transportation                   | at cost                   |   |
| Per Diem (meals, lodging, incidentals)                    | per USDOT published rates | Based on location and duration of travel                              |
| Trimble Geographic positioning systems with 1-3m accuracy | \$45/day                  | Billed for days of actual use   |
| iPAQ Pocket PCs   | 14.50/day                 |   |
| Garmin and Etrex hand-held navigational devices           | \$1.50/day                | Have 20; Billed for days of actual use                                |
| Field supplies  | at cost                   |   |

### ***In-Office Equipment Costs:***

|  |              |   |
|--|--------------|---|
| Geographic information Systems (GIS) equipment |              |   |
| PC-Arc/Info + Arc/View workstation:            | \$7/hr       |   |
| Digitizer:                                     | \$4/hr       |   |
| HP 500 Color Plotter:                          | \$50-75/plot | Price based on complexity of map, color, size, etc. |
| Graphics workstations                          | \$2.50/hr    |   |
| Color graphics - 8.5x11                        | \$1/pg       |   |
| Color graphics - 8.5x14                        | \$1.25/pg    |   |
| Color graphics - 11x17                         | \$2.00/pg    |   |

### **GANDA's SCHEDULE OF OTHER DIRECT COSTS**

| <b>Equipment Type:</b>           | <b>Rate:</b>                                  | <b>Detail:</b>  |
|----------------------------------|---|---|
| Dissecting microscope            | \$25/day                                      | Billed for days of actual use   |
| Database Searches (CNDDDB, CNPS) | \$30 initial search<br>+ \$10/additional quad | GIS overlays can be provided at \$15/quad on reg. paper<br>For vellum or printing on USGS quads, ask for quote. |
| Copying (B&W)                    | \$0.11/pg                                     |   |
| Faxes (incoming/outgoing)        | \$0.10/\$0.50/pg                              | Unless international, then actual cost of transmission for outgoing.  |
| Telecommunication                | at cost                                       | Billed by job number for billable calls only  |
| Materials                        | at cost                                       | Excludes office supplies  |
| Postage/Express Mail             | at cost                                       |   |
| Computer Presentation Projector  | \$250/half-day; \$400/day                     |   |

Note: GANDA charges a 10% G&A handling charge on ODCs.

**Table 10. Key personnel, qualifications, and hourly rates for identified GANDA Team staff.**

| Personnel                                | Degree                       | Professional Experience (yrs):<br>General    For this Project |    | Special Training   | Professional Registrations  | Rate (\$/hr) |
|--|------------------------------|---|----|--|---|--------------|
| GANDA                                    |                              |   |    |  |   |              |
| J. Garcia<br>Principal / QAQC            | M.S.                         | 33  | 30 |  | American Fisheries Society  | 155          |
| P. Spinelli<br>Project Manager           | M.S.                         | 23  | 19 | Ecological Risk Assessment, Population Viability Analysis, SCUBA | National Association of Environmental Professionals                                     | 83           |
| C. Kayser<br>Public Affairs              | B.S.                         | 22  | 22 | USFS 1900-01 (NEPA)  |   | 92           |
| Rad Smith<br>Graphics                    | B.A.                         | 9   | 9  | ArcGIS,  | Guild of Natural Science Illustrators   | 44           |
| L. Roulson<br>Technical Editor           | M.S.                         | 9   | 7  | Montana Teaching Certificate<br>USFS 1900-01 (NEPA)              | American Fisheries Society  | 61           |
| ANNE COSSITT                             |                              |   |    |  |   |              |
| A. Cossitt<br>Public Affairs             | M.S.<br>in<br>Public Affairs | 23  | 23 | Concentrations in Planning and Public Policy                     |   | 60           |
| GILLILAN ASSOCIATES INC                  |                              |   |    |  |   |              |
| Hydrology/ M. Kauffman<br>Geo-morphology | B.A.                         | 28  | 16 |  | Montana Geological Society  | 60           |
| KATHY GALLAGHER                          |                              |   |    |  |   |              |
| K. Gallagher<br>Hydrology/ Groundwater   | B.S.                         | 25  | 21 |  | Professional Geologist Local Water Quality District<br>National Groundwater Association | 70           |
| Technicians                              |                              |   |    |  |   | 25-37        |

<sup>a</sup> For purposes of maintaining brevity in this proposal, technician level staff are not listed. However, GANDA has the capability to provide these services on an as-needed basis.

## 2.6 Rates

Hourly rates for the GANDA Team key personnel are listed in Table 10. Rates for other staff who may work on this contract are listed in Table 12 by labor category. Other direct costs (ODCs) are presented in Table 13. All rates are for the 2004 calendar year. Long distance phone calls are tracked using a coding system, so that the client is billed for the actual cost of the call. ODCs are billed at cost plus a 10% administrative fee. GANDA understands that the State would like to minimize the “pass-through” costs normally associated with subcontracting and teaming relationships.

## ATTACHMENT B PRICE SHEET

**For this contract, GANDA has waived its normal mark-up on subcontractor invoices- there will be no additional charge to the state to contract with our team.**

Table 12. Schedule of Labor Rates for all levels of staff who may work on this project.

| Staff Level                              | Staff included in this RFP | Rate / hour |
|--|----------------------------|-------------|
| <b>GANDA</b>                             |                            |             |
| Principal Scientist                      | J. Garcia                  | \$155       |
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| Sr. Technical Editor                     |                            | \$75        |
| Clerical                                 |                            | \$41        |
| Accounting                               |                            | \$40-52     |
| <b>Subcontractors</b>                    |                            |             |
| * Rates subject to a 0% pass through fee |                            |             |
| <b>Cossitt Consulting</b>                |                            |             |
|  | A. Cossitt                 | \$60        |
| <b>GILLILAN ASSOCIATES INC</b>           |                            |             |
| Senior Scientist                         | S. Gillilan                | \$80        |
| Staff Scientist                          | M. Kaufmann                | \$60        |

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